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ABSTRACT

The study examines data collected in a survey of 650 (of a potential 759) severely disabled Iowans, taken by 26 counselor-interviewers to gain information for planning future State rehabilitation programs. Clients responded to questions involving their self-perceptions on the following topics: employment status, employability, services most needed to help in job readiness, and employment. Data are shown in tabular form, and the survey is discussed under these chapter headings: The Nature of the Study, defining purpose and procedure; Socio-Demographic Data, providing information regarding client location, personal characteristics, education and training, employment status, and rehabilitation services received; Client Perceptions of Problems and Needs, covering the employed, unemployed, and underemployed and their attitudes regarding training; Counselor-Interviewer Perceptions, comparing interviewers' impressions of clientele problems and needs to those of the client; Rehabilitation Evaluation and Service, discussing further training opportunities for interviewees desirous of it. Six conclusions cover: (1) general physical condition, (2) need for acquisition of manual skills, (3) need for additional training, (4) need for vocational evaluations, (5) the presence of a positive attitude, and (6) potential for employment. Letters to survey clientele, a sample survey questionnaire, and numbers of interviews by county are appended. (LH)

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A SURVEY OF THE SEVERELY DISABLED IN IOWA:

CLIENT AND COUNSELOR PERCEPTIONS OF VOCATIONAL DETERRENTS AND REHABILITATION NEEDS.

MAY-JUNE 1975

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MAY - JUNE 1975

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Gratitude is extended to the counselor-interviewers who spent long hours and traveled many miles to locate and interview the subjects of the study.

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Finally, the 650 severely disabled Iowans who willingly shared their thoughts, feelings, and aspirations in order to assist others who are handicapped, are sincerely thanked by all of us.

James H. Porteus, Ed. D.
PROJECT DIRECTOR

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CHAPTER I

THE NATURE OF THE STUDY

PURPOSE

The Study was conducted to survey the severely disabled people in Iowa in order to ascertain their perceptions of problems connected with employability and rehabilitation service needs. The information gained will be available to assist those concerned with the planning of rehabilitation programs to concentrate on those areas which will provide maximum benefit to the severely disabled.

The specific objectives of this study were as follows:

1) To identify and personally interview a large population of severely disabled persons in Iowa.

2) To determine their employment status.

3) To ascertain the extent these persons perceive themselves to be employable.

4) To determine what these persons perceive to be their major barriers to employment.

5) To acquire their perceptions of the most needed services to prepare and assist them for job readiness and employment.

6) To relate client perceptions to the impressions of counselor-interviewers regarding employment barriers and rehabilitation service needs.

7) To schedule evaluations or re-evaluations for certain clients, where indicated, to determine vocational potential. These could be of a medical, psychological and/or vocational nature.

PROCEDURE

The planning, conducting, evaluating and publication phases of this study were seriously constricted by the time period available under the terms of the grant. The following is a schedule of the major actions that were taken:

DATES	ACTIONS
May 1 - 18, 1975	1) Identify sample
	2) Notify sample of study
	3) Recruit counselor-interviewers
	4) Prepare questionnaires
	5) Assign clients to counselor-interviewers
	6) Conduct pilot test of questionnaire
	7) Establish reporting procedures
	8) Establish client evaluation procedures
May 19, 1975	1) One day orientation for all counselor-interviewers
	2) Role-play interviews
May 20 - June 6, 1975	1) Counselor-interviewers conduct surveys
	2) Reassign interview responsibilities when address changes are reported

PROCEDURE

Continued

June 7 - 17, 1975

1) Collect completed questionnaires
2) Code data for key punch
3) Perform Program and computer operations
4) Prepare report distribution list

June 17 - 30, 1975

1) Analysis of data
2) Writing of final report

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TARGET CLIENTELE

Only persons with the most severely handicapping conditions or combination of conditions were included in the survey. The population of severely disabled persons included primarily those who had been served by the Easter Seal Society, supplemented by other sources to include representation in each of the counties in the State. The sources of people to be interviewed were as follows:

Easter Seal		660
	Homebound Training (462)	
	Homebound Sales (148)	
	Summer Encampment (50)	
Rehabilitation Education and Services Branch		54
Disability Determination Division		8
Younkers Rehabilitation Center		31
Other Sources		6
TOTAL		759

One week prior to the start of the interviews, a letter was sent to each of the 759 persons explaining the purpose of the survey, giving the dates of the interviews, and requesting their cooperation in this project. Two similar letters were sent, one for Easter Seal clients and one for all others. (Letters appear in Appendix A)

Of the 759 identified clients, a completed questionnaire was developed for 650. The following shows the reasons for the 109 non-completions:

Unable to Locate	80
Deceased	13
Too ill to interview	3
Moved out of State	7
Refused to participate	6
TOTAL:	109

COUNSELOR-INTERVIEWERS

Counselor-Interviewers were obtained from the following sources:

Iowa Easter Seal Regional Representatives	6
RESB Rehabilitation Counselors	8
Graduate Students, Drake University	10
Graduate Student, University of Iowa	1
Project Research Assistant	1

Each of the graduate students were in the latter stages of a counselor training program and two graduated with an MSE degree during the period of the survey. All counselor-interviewers displayed a marked degree of maturity, dedication and cooperation and their efforts reflected a high degree of professionalism.

Interview assignments were based on client concentrations and distances to be traveled. The average client load was 29 per counselor. Interviews were conducted in all 99 counties in the State.

INTERVIEW DOCUMENT

The initial interview document was prepared and was tested on two clients by an experienced interviewer to determine the ease of understanding by the client and the ease of administration by the counselor. One client was a highly intelligent, verbal young man who was quadraplegic; the other was a female with a vascular disorder, problem of obesity, and below average intelligence. Some minor changes to the question wordings were made based on these trials. The two protocols were then up-dated on the changes and were included in the survey. (A copy of the interview document appears in Appendix B).

Two additional questions were added after the final printing of the questionnaires. These were written in by the counselor-interviewers.

Residence Location
_____ Urban
_____ Large Town
_____ Small Town
_____ Rural

Transportation
_____ Drives Self
_____ Friends or Relatives
_____ Public Transportation
_____ None

REPORTING PROCEDURES

The primary report chain was mail. Completed protocols were mailed by the counselor-interviewer to the Project Director each Friday along with a travel expense voucher for reimbursement of expenses incurred in conjunction with the survey.

As address changes were discovered, the counselor-interviewer notified the Project Director by telephone. If the new address was out of the counselor-interviewer's assigned area, the case was passed by telephone to a new interviewer responsible for that area. Approximately 30 changes were made in this manner.

Requests for evaluations were made primarily by telephone, however, several locally based counselor-interviewers made personal contact with the Evaluation Coordinator. A more detailed description of the evaluation procedure is found in Chapter V.

ORIENTATION

A one day orientation was conducted for all counselor-interviewers prior to the start of the survey. Topics covered included the following:

1. Background and purpose of the survey
2. The interview document
3. Reporting procedures
4. Interview assignments
5. Evaluation procedures
6. Role-playing of interviewers - experienced counselors teamed with inexperienced counselors.

It is felt that this orientation period was extremely helpful in standardizing the interview techniques and minimizing the interpretations that might arise on certain questions contained in the interview document.

DATA PROCESSING

Responses to the 58 questions contained in the interview document were coded and placed on punch cards. Statistical analysis was then conducted utilizing an IBM 37, Model 168 Computer.

CHAPTER II

SOCIO-DEMOGRAPHIC DATA

The socio-demographic data obtained by this survey are presented in this chapter. The data are primarily shown in tabular form, and when appropriate, are broken down to include those who were employed and unemployed at the time the survey was conducted.

The data for those "employed" includes both part-time and full-time employment and Homebound and Sheltered as well as competitive employment.

LOCATION

Table 1 shows the residence location of the surveyed people. The following criteria were used to define the categories of location:

Urban	- Cities with a population of 50,000 or more and the immediate suburban areas.
Large Town	- Towns with a population between 10,000 and 50,000. In most cases, this included the county seat.
Small Town	- Towns with a population of between 1,000 and 10,000.
Rural	- Towns with a population less than 1,000 and farm locations.

TABLE 1

LOCATION: TOTAL AND BY EMPLOYMENT STATUS

LOCATION	TOTAL		EMPLOYED		UNEMPLOYED	
	N	%	N	%	N	%
Urban	192	(29.5)	81	(24.5)	111	(34.8)
Large Town	160	(24.6)	100	(30.2)	60	(18.8)
Small Town	171	(26.3)	76	(23.0)	95	(29.8)
Rural	127	(19.6)	74	(22.3)	53	(16.6)
Total:	650	(100.0)	331	(100.0)	319	(100.0)

The total number of disabled persons were fairly evenly distributed among the four categories of location. Rurality did not produce the large barrier to employment as expected. In fact, of those who were unemployed, the smallest number were located in rural areas. Urban areas and small towns had the highest rate of unemployment.

MARITAL STATUS

The four categories contained in Table 2 are single, married, widowed and separated or divorced.

TABLE 2

MARITAL STATUS: TOTAL AND BY EMPLOYMENT STATUS

STATUS	TOTAL		EMPLOYED		UNEMPLOYED	
	N	%	N	%	N	%
Single	269	(41.3)	140	(42.5)	129	(40.4)
Married	259	(39.9)	129	(38.7)	130	(41.0)
Widowed	61	(09.4)	31	(09.4)	30	(09.3)
Separated/Divorced	61	(09.4)	31	(09.4)	30	(09.3)
Total:	650	(100.0)	331	(100.0)	319	(100.0)

Over 80 percent of those interviewed fell into either the single or the married category, with approximately the same number in each. It appears that marital status has little effect on employment.

AGE

Five age groupings were used in this survey. Please note that in Table 3 that the age groupings are not in equal year spans. The actual range of ages in this study was from 16 to 84 years.

TABLE 3

AGE: TOTAL AND BY EMPLOYMENT STATUS

AGE IN YEARS	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
16 - 19	33	(05.1)	14	(04.2)	19	(06.0)
20 - 29	140	(21.5)	63	(19.0)	77	(24.1)
30 - 44	145	(22.3)	76	(23.0)	69	(21.6)
45 - 59	196	(30.2)	104	(31.4)	92	(28.9)
60 and Over	136	(20.9)	74	(22.4)	62	(19.4)
Total:	650	(100.00)	331	(100.0)	319	(100.0)

This table indicates that age and employment are not related in the severely disabled population.

SEX

Table 4 indicates that there was an approximately equal distribution of male/female between those who were interviewed and that sex has little relationship to employment.

TABLE 4

SEX: TOTAL AND BY EMPLOYMENT STATUS

SEX	TOTAL		EMPLOYED		UNEMPLOYED	
	N	%	N	%	N	%
Male	316	(48.6)	156	(47.1)	160	(50.2)
Female	334	(51.4)	175	(52.9)	159	(49.8)
Total:	650	(100.0)	331	(100.0)	319	(100.0)

EDUCATION

Table 5 shows the highest school grades completed by members of the surveyed group. The range was from "No formal education at all" through the Masters Degree. Some of the education noted was received in "special education" classes. The classification "unknown" includes those who attended "special education" classes, but were unable to relate them to any particular school grade.

TABLE 5

HIGHEST EDUCATIONAL GRADE COMPLETED

Highest Grade Completed	N	%
None	10	(01.5)
1	1	(00.2)
2	3	(00.5)
3	6	(00.9)
4	14	(02.2)
5	14	(02.2)
6	22	(03.4)
7	21	(03.2)
8	117	(18.0)
9	29	(04.5)
10	30	(04.6)
11	45	(06.9)
12	229	(34.9)
13	46	(07.1)
14	21	(03.2)
15	9	(01.4)
16	20	(03.0)
17	1	(00.2)
18	3	(00.4)
Unknown	11	(01.7)
Total:	650	(100.0)

The following information is a summary of education:

1. Over 50 percent of the group finished high school.
2. Fifteen percent had some college training.
3. Twenty-four individuals graduated from college and 3 had Masters Degrees.
4. Only 15 percent did not finish the 8th grade.

A review of educational level revealed that there was little relationship between amount of education and whether the person was employed or unemployed. Approximately equal numbers at each grade level fell in both groups. There is insufficient evidence to indicate that the amount of education has a direct bearing on employability among the seriously handicapped.

DISABILITY:

Table 6 shows the most commonly reported of the different types of disabling conditions. Table 7 shows the relationship between the type of primary disabling condition and the employment-unemployment ratio. Age, obesity, hypertension and alcoholism were not included in this study. They are, no doubt, of a contributing nature, but to assign a precise degree of importance to them would be highly subjective. These are conditions that are commonly found, to some degree, throughout the general population.

TABLE 6

DISABILITY

N=650

Disability	Primary N	Primary %	Secondary N	Secondary %	Tertiary N	Tertiary %
Cerebral Palsy	78	12.0	1	0.2	3	0.4
Arthritis	65	10.0	29	4.5	12	1.8
Stroke	58	9.0	12	1.8	1	0.2
Spinal Injury	56	8.6	19	2.9		
Multiple Sclerosis	45	7.0			1	0.2
Cardiac	45	7.0	29	4.5	9	1.4
Brain Injury	39	6.0	3	0.5		
Polio	31	4.8	5	0.8		
Paraplegia	24	3.7	13	2.0	1	0.2
Hemiplegia	23	3.5	29	4.5	3	0.4
Mental Retardation	23	3.5	18	2.8	5	0.8
Emotional	19	2.9	4	0.6	2	0.3
Muscular Dystrophy	19	2.9				
Epilepsy	18	2.8	10	1.5	4	0.6
Quadriplegia	18	2.8	3	0.5		
Amputation	12	1.8	4	0.6	3	0.4
Emphysema	12	1.8	5	0.8	5	0.8
Vision	11	1.7	29	4.5	13	2.0
Diabetic	10	1.5	23	3.5	5	0.8
Parkinson's Disease	5	.8	1	0.2	1	0.2
Friedreich's Ataxia	4	.6				
Hearing	4	.6	20	3.1	5	0.8
Speech	1	.2	17	2.6	13	2.0
Other	30	4.5	15	2.1	9	1.4

TABLE 7

MAJOR DISABILITY BY EMPLOYMENT STATUS

Disability	Employed N = .331		Unemployed N = .319	
Cerebral Palsy	43	13.0	35	10.9
Arthritic	35	10.6	30	9.4
Stroke	28	8.5	30	9.4
Spinal Injury	25	7.7	31	9.7
Multiple Sclerosis	19	5.8	26	8.2
Cardiac	23	7.0	22	6.9
Brain Injury	21	6.3	18	5.6
Polio	18	5.4	13	4.1
Paraplegia	9	2.7	15	4.7
Hemiplegia	12	3.6	11	3.4
Mental Retardation	12	3.6	11	3.4
Emotional	12	3.6	7	2.2
Muscular Dystrophy	9	2.7	10	3.1
Epilepsy	12	3.6	6	1.9
Quadriplegia	5	1.5	13	4.1
Amputation	8	2.4	4	1.3
Emphysema	8	2.4	4	1.3
Vision	6	1.8	5	1.6
Diabetic	5	1.5	5	1.6
Parkinson's Disease	2	0.6	3	0.9
Friedreich's Ataxia	0	0.0	4	1.3
Hearing	2	0.6	2	0.6
Speech	1	0.3	0	0.0
Other	16	4.8	14	4.4

Disabilities were categorized under "other" if they were reported less than 4 times as a major disability and were not reported as a secondary or tertiary condition. (Examples of such disabilities were dwarfism, Huntington's Chorea, Guillain-Barre Syndrome, etc.).

The type of major disability had little effect on the employed-unemployed ratio.

AMBULATION

Ambulation was considered in terms of how the individual moved from place to place. Categories included "bedfast", wheelchair, braces or crutches, and "walk without help:. Specific factors such as type of braces, crutches, or electric/non-electric wheelchairs were not included in this study.

TABLE 8

AMBULATION: TOTAL AND BY EMPLOYMENT STATUS

Ambulation Means	Total N	Total %	Employed N	Employed %	Unemployed N	Unemployed %
Bedfast	4	(0.6)	0	(0.0)	4	(1.3)
Wheelchair	168	(25.8)	73	(22.0)	95	(29.8)
Braces/Crutches	132	(20.4)	70	(21.2)	62	(19.4)
Walk Without Help	346	(53.2)	188	(56.8)	158	(49.5)
Total:	650	(100.0)	331	(100.0)	319	(100.0)

This table shows that there is little relationship between the means of ambulation and whether an individual is employed or not.

SELF-HELP

Table 9 shows those areas where outside assistance is necessary in the areas of daily living that would be important to employability.

TABLE 9

ASSISTANCE NECESSARY: TOTAL AND BY EMPLOYMENT STATUS

N=650

Assistance	Total N	Total %	Employed N	Employed %	Unemployed N	Unemployed %
No Assistance Needed	498	(76.6)	273	(82.5)	225	(70.5)
Assistance Needed	152	(23.4)	58	(17.5)	94	(29.5)
Bathing	147		53		94	
Braces	35		16		19	
Catheter	26		8		18	
Dressing	106		37		69	
Eating	38		11		27	
Toileting	90		32		58	
Operation of Wheelchair	55		15		40	
Transfer in/out of Wheelchair	81		28		53	

Eating, toileting, operation of wheelchairs and transfer in/out of wheelchairs certainly present problems for those seeking employment outside the home. The number of unemployed people who need assistance in these four areas is greater than those who are employed.

AGE AT ONSET OF DISABILITY

Table 10 shows the age at which the individual first encountered his major disability.

TABLE 10

AGE AT ONSET OF DISABILITY: TOTAL AND EMPLOYMENT STATUS

AGE	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
Congenital	151	(23.2)	84	(25.4)	67	(21.0)
Up to 10	71	(10.9)	39	(11.8)	32	(10.0)
11 - 15	26	(04.0)	12	(03.6)	14	(04.4)
16 - 19	44	(06.8)	17	(05.1)	27	(08.5)
20 - 29	61	(09.4)	33	(10.0)	28	(08.8)
30 - 44	122	(18.8)	55	(16.6)	67	(21.0)
45 - 59	148	(22.8)	77	(23.3)	71	(22.3)
60 and Over	27	(04.1)	14	(04.2)	13	(04.0)
TOTAL:	650	(100.0)	331	(100.0)	319	(100.0)

The age at onset distribution is bimodal, one mode being congenital and the other being late middle-age. Age at onset shows little relationship to employment status.

MEANS OF TRANSPORTATION

Table 11 shows the main source of transportation which is available to the individual. The four categories included are:

1. Drives his own car.
2. Relies on family or friends to drive.
3. Utilizes public transportation.
4. No transportation is available.

TABLE 11

MEANS OF TRANSPORTATION: TOTAL AND BY EMPLOYMENT STATUS

Transportation	Total N	Total %	Employed N	Employed %	Unemployed N	Unemployed %
Self	172	(27.1)	99	(30.7)	73	(23.5)
Others	407	(64.2)	195	(60.4)	212	(68.2)
Public	40	(06.3)	22	(06.8)	18	(05.8)
None	15	(02.4)	7	(02.1)	8	(02.5)
	634*	(100.0)	323	(100.0)	311	(100.0)

* 16 individuals failed to respond to this question.

Over 60 percent of the respondents indicated that transportation was provided by family and friends and about one-fourth drove their own cars. Little difference appeared between those who were employed or unemployed with regard to transportation means.

A further analysis was made to determine if the residence location of the individual had an influence on the means of transportation available. Table 12 shows the results of this cross-tabulation.

TABLE 12

TRANSPORTATION BY LOCATION

LOCATION	DRIVES SELF	OTHERS DRIVE	PUBLIC	NONE	TOTAL
Urban	58 (30.7)	105 (55.6)	22 (11.6)	4 (2.1)	189 (100.0)
Large Town	33 (21.4)	104 (67.5)	15 (9.8)	2 (1.3)	154 (100.0)
Small Town	42 (25.3)	118 (71.0)	1 (0.6)	5 (3.1)	166 (100.0)
Rural	39 (31.2)	80 (64.0)	2 (1.6)	4 (3.2)	125 (100.0)

Location of the individual's residence has little influence on the type of transportation he uses except for the infrequent use of public transportation in rural areas and small towns.

DURATION OF DISABILITY

Table 13 shows the number of years the individual has been disabled. This is a function of "age" and "age at onset of disability".

TABLE 13

YEARS OF DISABILITY: TOTAL AND BY EMPLOYMENT STATUS

YEARS	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
0 - 5	145	(23.3)	62	(18.7)	83	(26.0)
6 -10	133	(20.4)	72	(21.8)	61	(19.1)
11 - 15	74	(11.4)	32	(09.7)	42	(13.2)
16 - 19	50	(07.7)	22	(06.6)	28	(08.8)
20 - 29	142	(21.8)	75	(22.7)	67	(21.0)
30 - 44	65	(10.0)	44	(13.3)	21	(06.6)
45 - 59	30	(04.6)	15	(04.5)	15	(04.7)
60 and Over	11	(01.7)	9	(02.7)	2	(00.6)
TOTAL:	650	(100.0)	331	(100.0)	319	(100.0)

More people who had been disabled 5 years or less were unemployed. This may reflect a period of adjustment to a severe disability coupled with a lack of opportunity to receive training for a different occupation.

VOCATIONAL TRAINING

Table 14 contains the amount of vocational training, if any, the individual has received since his disability. Training included formal vocational training, on-the-job training, and Easter Seal Homebound Training.

TABLE 14

LENGTH OF VOCATIONAL TRAINING: TOTAL AND BY EMPLOYMENT STATUS

TRAINING	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
None	195	(30.0)	77	(23.3)	118	(37.0)
1 week - 6 months	380	(58.5)	211	(63.8)	169	(53.0)
7 months - 1 year	39	(06.0)	21	(06.3)	18	(05.7)
1 - 3 years	25	(03.8)	14	(04.2)	11	(03.4)
4 years	11	(01.7)	8	(02.4)	3	(00.9)
TOTAL:	650	(100.0)	331	(100.0)	319	(100.0)

People who had received from one week to six months of training were the most likely group to be employed. The Easter Seal Training Program (5 weeks) fell into this group. Increased length of training and employability appear to have little relationship.

REHABILITATION SERVICES

Table 15 shows the number of persons who had received some type of vocational rehabilitation services from the Iowa Rehabilitation Education and Services Branch.

Table 16 shows the number of persons who have received service from private agencies.

TABLE 15

RECEIVED SERVICES FROM REHABILITATION EDUCATION AND SERVICES BRANCH

RECEIVED SERVICES	FREQUENCY	PERCENT
YES	383	58.9
NO	267	41.1
TOTAL:	650	100.0

The number of people who reported that they have not received services from the State Rehabilitation Education and Services Branch may be spuriously low for one of the following reasons:

1. The services may have been received several years ago and may have been of short duration, consequently, the respondent may have forgotten.

2. The services may have consisted of only "Evaluation" and the case file may have been closed at that point as "not feasible for employment". The respondent may not have considered this as "Services Received".

TABLE 16

RECEIVED SERVICES FROM A PRIVATE AGENCY

RECEIVED SERVICES	FREQUENCY	PERCENT
YES	477	73.4
NO	183	26.6
TOTAL:	650	100.0

The major portion of Private Agency Services (70.3 percent) was reported as being provided by the Easter Seal Society of Iowa, Inc. This is not surprising, since the source of most of the names of severely disabled persons to be interviewed came from the Easter Seal files. Of those served by Easter Seals, 252 are currently employed, with 220 of them employed in homebound work.

A total of 329 persons reported that they had received services from both the State agency and a private agency. This is not unexpected, since in recent years extremely close cooperation has been established between Easter Seal and Rehabilitation Education and Services Branch, with referrals being freely made in both directions.

EMPLOYMENT STATUS

Table 17 shows the employment status of the respondents. For those employed, the type of employment is shown as being either Homebound, Sheltered Workshop, or competitive employment. This, in turn, is broken down into part-time employment (less than 20 hours per week) and full-time employment (20 hours or more per week).

TABLE 17

EMPLOYMENT STATUS

STATUS	FREQUENCY	PERCENT
Unemployed	319	(49.1)
Employed		
Homebound		
Less than 20 hours per week	117	(18.0)
20 or more hours per week	104	(16.0)
Sheltered Workshop		
Less than 20 hours per week	10	(01.5)
20 or more hours per week	43	(06.6)
Competitive Situation		
Less than 20 hours per week	19	(02.9)
20 or more hours per week	38	(05.9)
TOTAL:	650	(100.0)

Of the total of the people surveyed, one-half of them were currently employed at some type of work. The largest number (220) were engaged in Homebound employment, but a total of 55 were engaged in competitive employment.

Those who were in sheltered situations and competitive employment tended to work more than 20 hours per week.

LOCATION AND EMPLOYMENT

Location and employment were combined to show where people were located (urban, large town, small town and rural) and the type of employment, if any, in which they were engaged (homebound, sheltered workshop and competitive).

TABLE 18

EMPLOYMENT BY LOCATION

LOCATION	UNEMPLOYED	HOMEBOUND	SHELTERED	COMPETITIVE	TOTAL
Urban	111	53	12	15	191
	(58.1)	(27.7)	(6.3)	(7.9)	(100.0)
Large Town	60	65	15	17	157
	(38.2)	(41.4)	(9.6)	(10.8)	(100.0)
Small Town	95	51	8	13	167
	(56.9)	(30.5)	(4.8)	(07.8)	(100.0)
Rural	53	49	14	10	126
	(42.0)	(38.9)	(11.1)	(8.0)	(100.0)

The largest number of unemployed people were located in urban areas, followed by small towns. There is little indication that any one location offers any advantages for employment for severely disabled people.

CHAPTER III

CLIENTS PERCEPTIONS OF PROBLEMS AND NEEDS

This chapter examines the way the respondents feel about their employment or lack of employment, the major problem areas they are encountering, the service needs that they deem important and their perceptions concerning employability and training.

SECTION 1

PERCEPTIONS OF THE EMPLOYED

Of the 650 severely disabled people who were surveyed, a total of 311 (50.9 percent) were employed in some fashion ranging from part-time homebound to full-time competitive employment.

TRAINING

Table 19 shows how the vocational training the individual has received relates to his current employment. Vocational training includes formal training at an Area College or Training School, on-the-job training, or the Easter Seal Homebound Training Program.

TABLE 19

RELATIONSHIP OF EMPLOYMENT TO TRAINING

RELATIONSHIP	FREQUENCY	PERCENT
No Relationship	91	27.5
Few "Training Skills" Used	20	6.1
Most Training Useful	95	28.7
Training & Employment Ideally Matched	111	33.5
No Response	14	4.2
TOTAL:	331	100.0

Over 62 percent of those interviewed showed a positive relationship between the training they had received and the work they were now doing.

SATISFACTION

Table 20 shows the level of satisfaction that the individual feels toward his current employment.

TABLE 20

LEVEL OF SATISFACTION WITH EMPLOYMENT

LEVEL	FREQUENCY	PERCENT
Very satisfied	203	61.4
Somewhat satisfied/dissatisfied	98	29.6
Very dissatisfied	15	4.5
No response	15	4.5
TOTAL:	331	100.0

Over 90 percent of the individuals surveyed expressed some degree of satisfaction with the work in which they were engaged. This may be influenced by the depressed national economic situation with the attendant high unemployment rate where, even among the able-bodied population, anyone who has any kind of employment is considered fortunate.

An examination was made to determine whether the sex of the individual made a difference in how satisfied one was with his/her employment. The results are shown in Table 21.

TABLE 21

JOB SATISFACTION BY SEX

N = 326

SEX	VERY SATISFIED N	%	SOMEWHAT SATISFIED N	%	UNSATISFIED N	%
Male	117	(35.9)	47	(14.4)	6	(1.8)
Female	91	(27.9)	55	(16.9)	10	(3.1)

Sex differences are not significant at the p = .05 level using the Chi-Square test.

PROBLEMS

Respondents were asked to identify what problems they were encountering with their employment, and if one more than one, to rank order the four most important. Table 22 shows the percent of employed people who answered in each category.

TABLE 22

PROBLEMS IN EMPLOYMENT

N = 331

PROBLEM	MOST IMPORTANT	SECOND MOST IMPORTANT	THIRD MOST IMPORTANT	FOURTH MOST IMPORTANT
No Serious Problem	52.0			
Under-employed (skills surpass employment)	8.2	2.4	1.5	
Under-employed (physical stamina greater than required)	2.1	2.1	1.5	
Lack Necessary Skills	3.0			
Lack Physical Stamina	9.4	1.5	0.6	0.3
Hours Too Short	0.9	1.5	1.2	
Hours Too Long	1.8	2.1	0.3	
Transportation	5.5	4.6	1.6	1.3
Architectural Barriers	1.5	0.9	0.9	0.6
Inadequate Equipment	4.5	2.7	0.9	1.3
Inadequate Materials	5.1	4.3	1.2	
Reaction of Others	0.9	0.3	0.6	
No Response	5.1			

Over half of the people reported that they were not encountering any serious problems with their employment. Approximately 12 percent of those employed felt that they possessed greater skills than were required by the job, but a lesser number (4.5 percent) felt that they were under-employed because they possessed greater physical stamina than that required by the work in which they were engaged.

Transportation was reported as a problem by 12 percent of the people.

Those who were primarily engaged in homebound employment reported problems with inadequate equipment or insufficient materials with which to work. Twenty percent reported these as either major or minor problems.

A cross tabulation between "ambulation" (bedfast, wheelchair, braces or crutches, or walk without assistance) and "major problem reported" showed no significant differences between method of ambulation and major problem in employment.

SECTION 2

PERCEPTIONS OF THE UNEMPLOYED

Of the 650 severely disabled people who were surveyed, a total of 319 (49.0 percent) were unemployed at the time the survey was conducted. The following is their perceptions of the deterrents to employment and their service needs.

PERCEIVED DETERRENTS TO EMPLOYMENT

Unemployed severely disabled persons were asked to enumerate in rank order of importance what they considered deterrents to their becoming employed. Table 23 shows the percent of persons who indicated those deterrents they considered relevant to their unemployment.

TABLE 23

DETERRENTS TO EMPLOYMENT

N = 319

DETERRENTS	MOST IMPORTANT	2ND MOST IMPORTANT	3RD MOST IMPORTANT	4TH MOST IMPORTANT
General Physical Condition	74.0	4.7	1.9	1.3
Location of Possible Employment	1.0	3.4	6.0	5.6
Transportation	5.0	11.9	8.2	4.7
Architectural Barriers	1.6	10.3	4.4	3.8
Lack of Equipment	0.3	1.9	0.3	0.9
Lack of Materials		1.6	0.3	0.6
Opportunities Inappropriate to Skills	2.5	8.8	10.7	3.1
Lack of Salable Skills	6.6	20.1	11.0	2.5
Reactions of Others	2.5	4.4	1.3	0.3
Other	1.0		0.3	0.3
No Response	5.5	53.0	55.6	76.9
TOTAL:	100.0	100.0	100.0	100.0

Over 80 percent of those interviewed indicated that their general physical condition was a major deterrent to becoming employed. Almost three-fourths said that it was the most important reason that they were unemployed.

The second most commonly referenced deterrent was a "lack of salable skills". This problem is no doubt exacerbated by the major problem of poor health and physical condition, in that the individual is unable to attain skills through traditional training techniques or is unable to employ the skills he once had.

The third most often stated problem was "transportation". Approximately 30 percent of those interviewed mentioned this among the four most important deterrents to their engaging in work, and it is probably related to the next most often mentioned problem of "employment opportunities inappropriate to skills possessed", since the individual is unable to get to where appropriate opportunities exist.

STATUS OF VOCATIONAL SKILLS

To determine what loss of skills the unemployed individual felt had occurred since his vocational training, he was asked to estimate that loss. Table 24 is a summary of the responses. Only those who had received training are included.

TABLE 24

STATUS OF VOCATIONAL SKILLS

N = 155

STATUS	FREQUENCY	PERCENT
As Good or Better Than At The End of Training	78	50.3
Moderate Loss	51	32.9
Complete Loss	26	16.8

One-half of the individuals questioned felt that they had not lost any of their skills since the end of training and an additional third suffered only a moderate loss.

ADEQUACY OF VOCATIONAL SKILLS

Individuals were asked what they felt was the adequacy of their present vocational skills for personal use or for employment. These included skills that were acquired through vocational training, skills that were self-taught, or skills that were retained from a pre-morbid period. Table 25 shows a summary of the responses.

TABLE 25

ADEQUACY OF VOCATIONAL SKILLS

N = 319

ADEQUACY	FREQUENCY	PERCENT
Excellent	37	11.6
Fair	71	22.3
Poor	34	10.7
Not Useful	67	21.0
Don't Know	110	34.4

One-third of the unemployed people answered that their present skills were fair or better, while one-third answered that they were poor or not useful at all. The final one-third said that they did not know to what extent their skills would be adequate, which would indicate the necessity for a vocational evaluation for this last group.

EMPLOYMENT

When asked "To what extent do you think you could handle a job?", the responses are shown in Table 26.

TABLE 26

HANDLING A JOB

N = 319

JOB	FREQUENCY	PERCENT
Could Not Handle a Job	146	45.8
Could Handle Part-time Job	101	31.7
Could Handle Full-time Job	59	18.5
Unknown	13	4.0

Fifty percent indicated that they could work on either a full-time or part-time job. Almost half said that they could not even do this. Those who said they could work on some basis and 8 who were unsure responded to the kind of a setting which would be required. A summary of responses is shown in Table 27.

TABLE 27

JOB SETTING REQUIRED

N = 168

SETTING	FREQUENCY	PERCENT
In My Home	41	24.4
Protective (restricted) Setting	69	41.1
No Special Restrictions Necessary	58	34.5

Three-fourths of the respondents indicated that they could do some type of work outside of their home.

SEEKING EMPLOYMENT

Looking for work is difficult for most people whether disabled or not, and for the severely disabled, it is even more threatening. This is compounded by the high unemployment rate which forces large numbers of people to compete for few jobs. Respondents were asked how they felt about seeking employment and the results are shown in Table 28.

TABLE 28

SEEKING EMPLOYMENT

N = 305

SEEKING	FREQUENCY	PERCENT
Could Not Do That	160	52.5
Apprehensive But Willing	66	21.6
Welcome The Chance To Look for Job	79	25.9

This question found the people split about evenly between those who felt that they could not do job hunting and those who felt that they could. Job-seeking skills training and the services of a selective placement specialist would probably alter this ratio by making the seeking of employment a less difficult and threatening task.

PERCEPTIONS OF OVERALL EMPLOYABILITY

Respondents were asked to estimate, based on the answers to the previous questions, how employable they felt they were at that time. Results are recorded in Table 29.

TABLE 29

OVERALL EMPLOYABILITY ESTIMATE

N = 319

EMPLOYABILITY	FREQUENCY	PERCENT
I Am Not Employable At All	133	41.7
I Am Only Slightly Employable With Many Restrictions	101	31.7
I Am Basically Employable, With Few Limitations or Restrictions	60	18.8
I Am Completely Employable	12	3.8
Unable To Estimate	13	4.0

This chart helps to explain why many severely disabled persons were reluctant to look for work (Table 28), since over 45 percent of them felt that they were not employable at all or were unable to estimate to what extent they could be employed, and an additional 32 percent felt that the many restrictions they faced would permit them to be only slightly employable.

SECTION 3

PERCEPTIONS OF THE UNDER-EMPLOYED

Approximately one-half (331) of the 650 severely disabled people interviewed were employed. Of these, 74 or 21 percent said they were under-employed and thought they could handle higher levels of employment.

PERCEIVED DETERRENTS TO BETTER EMPLOYMENT

Under-employed severely disabled people were asked to enumerate in rank order of importance, what they considered deterrents to their becoming better employed. Table 30 shows the percent of persons who indicated which deterrents they considered relevant to better employment.

TABLE 30

DETERRENTS TO BETTER EMPLOYMENT

Percent Summary By Category

N = 74

DETERRENTS	MOST IMPORTANT	2ND MOST IMPORTANT	3RD MOST IMPORTANT	4TH MOST IMPORTANT
General Physical Condition	55.4	8.1	8.1	1.4
Location of Possible Employment	5.4	13.5	1.4	1.4
Transportation	9.4	10.8	9.4	4.0
Architectural Barriers	1.4	5.4	5.4	4.0
Lack of Equipment	4.0	1.4	2.7	1.4
Lack of Materials		6.7	2.7	0.0
Opportunities Inappropriate To Skills	6.8	9.5	6.8	4.1
Lack of Salable Skills	13.5	8.1	8.1	2.7
Reaction of Others	2.7	4.1	2.7	2.7
Other	1.4	2.7	0.0	4.0
No Response	0.0	29.7	52.7	74.3
TOTAL:	100.0	100.0	100.0	100.0

Over 70 percent of those interviewed indicated that their general physical condition was a major deterrent to becoming better employed. More than half said it was the most important reason that they were under-employed. The second most commonly referenced deterrent was a "lack of salable skills." The third most stated problem was "transportation".

STATUS OF VOCATIONAL SKILLS

To determine what loss of skills the under-employed individual felt had occurred since his vocational training, he was asked to estimate that loss. Table 31 is a summary of the responses. Only those who had received training are included.

TABLE 31

STATUS OF VOCATIONAL SKILLS

STATUS	FREQUENCY	PERCENT
As Good Or Better Than At The End of Training	44	75.9
Moderate Loss	9	15.5
Complete Loss	5	8.6
Total*	58	100.0

* 16 individuals failed to respond to this question.

Three-fourths of the individuals questioned felt that they had not lost any of their skills since the end of training, and about one-sixth had suffered only a moderate loss.

ADEQUACY OF VOCATIONAL SKILLS

Individuals were asked what they felt was the adequacy of their present vocational skills for personal use or for employment. These included skills that were acquired through vocational training, skills that were self-taught, or skills that were retained from a pre-disabled period. Table 32 shows a summary of the responses.

TABLE 32

ADEQUACY OF VOCATIONAL SKILLS OF THE UNDER-EMPLOYED

ADEQUACY	FREQUENCY	PERCENT
Excellent	25	33.8
Fair	31	41.9
Poor	6	8.1
Not Useful	3	4.1
Don't Know	9	12.1
TOTAL:	74	100.0

Seventy-five percent of the people answered that their present skills were fair or better, while one-eighth answered that they were poor or not useful at all. A final one-eighth said that they did not know to what extent their skills would be adequate, which would indicate the necessity for a vocational evaluation for this last group.

EMPLOYMENT

When asked "To what extent do you think you could handle a job?", they responded as shown in Table 33.

TABLE 33

HANDLING A JOB

JOB	FREQUENCY	PERCENT
Could Not Handle a Job	17	23.0
Could Handle Part-time Job	37	50.0
Could Handle Full-time Job	20	27.0
Unknown	0	0.0
TOTAL:	74	100.0

More than seventy-five percent indicated that they could work on either a full-time or part-time job. Less than one-fourth said that they could not even do this. Those who said they could work on some basis responded to the kind of a setting which would be required. A summary of the responses is shown in Table 34.

TABLE 34

JOB SETTING REQUIRED

SETTING	FREQUENCY	PERCENT
In My Home	16	27.6
Protective (restricted) Setting	21	36.2
No Special Restrictions Necessary	21	36.2
* TOTAL:	58	100.0

* 16 individuals failed to respond to this question.

Approximately three-fourths of the responses indicated that they could do some type of work outside of their home.

SEEKING EMPLOYMENT

Looking for work is difficult for most people whether disabled or not, and for the severely disabled, it is even more threatening. The under-employed may feel it is useless to look for better jobs because the high employment rate forces them to compete with more able or qualified people. The respondents were asked how they felt about seeking employment and the results are shown in Table 35.

Approximately two-thirds of the respondents felt that they could seek jobs. One-third said they could not look for jobs. If two-thirds of the under-employed are willing to look for work, then perhaps job-seeking skills training and the services of a selective placement specialist would make seeking better employment a less difficult and threatening task.

TABLE 35

SEEKING EMPLOYMENT

SEEKING	FREQUENCY	PERCENT
Could Not Do That	24	32.5
Apprehensive But Willing	28	37.8
Welcome The Chance to Look for Job	22	29.7
Total:	74	100.0

PERCEPTION OF OVERALL EMPLOYABILITY

Respondents were asked to estimate, based on answers to the previous questions, how employable they felt they were at this time. The results are recorded in Table 36.

TABLE 36

OVERALL EMPLOYABILITY ESTIMATE

EMPLOYABILITY	FREQUENCY	PERCENT
I am not employable at all.	15	20.3
I am only slightly employable with many restrictions.	31	41.9
I am basically employable, with few limitations or restrictions.	24	32.4
I am completely employable.	4	5.4
Unable to estimate.	0	0.0
TOTAL	74	100.0

In spite of the fact these people stated they were under-employed, when they were pointedly asked "how employable do you feel you are at this time?", only 24 felt they were fully or basically employable. Their definition of employment may be by degree as they see it.

SECTION 4

TRAINING

In this section, the subject of training is addressed to determine the perceptions of the severely disabled toward participation in training, the type of training needed, and the importance of becoming more employable. Also included, is a query of their estimation of what a reasonable starting wage would be in order to maintain their present standard of living.

COULD TRAINING HELP?

The responses to the question "Do you feel that training could help you (become employable if unemployed/improve your job situation if employed?") are shown in Table 37.

TABLE 37

COULD TRAINING HELP?

TRAINING	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
YES	288	(48.0)	140	(48.4)	148	(47.5)
NO	197	(32.8)	99	(34.2)	98	(31.5)
DON'T KNOW	115	(19.2)	50	(17.4)	65	(21.0)
TOTAL:	600*	(100.0)	289	(100.0)	311	(100.0)

* 50 people made no response to this question

Approximately one-half interviewed thought more training would help them become more employable. Thirty-one percent did not think that more training would help them become more employable. Twenty-one percent did not know if more training would help their employment situations. Several people gave a "no" response because they thought they were fully trained and employed. Several more gave "Don't Know" responses because they were not sure of their training potential. Being employed or unemployed made little difference in their responses.

"COULD TRAINING HELP?" BY AGE.

Age and "could training help?" were compared to determine if a person's age influenced attitude toward training.

TABLE 38

"COULD TRAINING HELP?" BY AGE

AGE	YES	NO	DON'T KNOW	TOTAL
16 - 19	28 (84.8)	5 (15.2)	0	33 (100.0)
20 - 29	88 (67.7)	19 (14.6)	23 (17.7)	130 (100.0)
30 - 44	64 (48.1)	37 (27.8)	32 (24.1)	133 (100.0)
45 - 59	73 (39.7)	69 (37.5)	42 (22.8)	184 (100.0)
60 +	35 (29.2)	67 (55.8)	18 (15.0)	120 (100.0)

The 33 people in the 16 - 19 year age group were the most sure that training would or would not help (none responded that they "didn't know" if training would help). The younger age groups seemed to be most positive toward the helpfulness of training, becoming more negative as groups approached the older ages.

AGE AT ONSET AND "COULD TRAINING HELP"

Disability onset age was compared with the responses to "could training help", and the results are shown in Table 39.

TABLE 39

ONSET AGE AND TRAINING

N = 595

AGE AT ONSET	YES N	YES %	NO N	NO %	DON'T KNOW N	DON'T KNOW %	TOTAL N	TOTAL %
Congenital	84	(58.7)	30	(21.0)	29	(20.3)	143	(100.0)
0 - 10	34	(56.7)	15	(25.0)	11	(18.3)	60	(100.0)
11 - 15	12	(50.0)	7	(29.1)	5	(20.9)	24	(100.0)
16 - 19	24	(58.5)	10	(24.4)	7	(17.1)	41	(100.0)
20 - 29	30	(56.6)	15	(28.3)	8	(15.1)	53	(100.0)
30 - 44	47	(41.2)	44	(38.6)	23	(20.2)	114	(100.0)
45 - 59	45	(33.1)	63	(46.3)	28	(21.6)	136	(100.0)
60 & Other	8	(33.3)	12	(50.0)	4	(16.7)	24	(100.0)

When the age at onset of disability is 30 years or older, the individual is less likely to feel that training could help make him more employable. The number of people who answered "I don't know" was approximately the same for all groups.

PARTICIPATION IN TRAINING

Individuals were asked "If training for employment were made available to you at this time, would you participate in it?" Table 40 shows the responses.

TABLE 40

PARTICIPATION IN TRAINING

PARTICIPATION	TOTAL		EMPLOYED		UNEMPLOYED	
	N	%	N	%	N	%
YES	222	(36.7)	114	(39.3)	108	(34.3)
PROBABLY	113	(18.7)	52	(17.9)	61	(19.4)
ONLY IF DONE LOCALLY	75	(12.3)	38	(13.1)	37	(11.7)
PROBABLY NOT	96	(15.9)	49	(16.9)	47	(14.9)
NO	99	(16.4)	37	(12.8)	62	(19.7)
TOTAL	605*	(100.)	290	(100.)	315	(100.)

* 45 individuals made no response to this question.

More than half of the respondents indicated that they would in all probability participate in training if it were offered, and another 12 percent would if it were offered in the vicinity of their homes. Whether they were employed or unemployed made little difference in their responses. About 30 percent felt they did not want or did not need any additional training.

KIND OF TRAINING

Respondents were asked to state what kind of training they felt would be most valuable to them to increase their employability. Responses were categorized as follows:

1. Manual Skills - How to use hands, legs, etc., to perform work.
2. Self-help Skills - To increase ability at eating, mobility, toileting, etc., to open more employment location possibilities.
3. Social Skills - To assist in improving inter-personal relations for employment purposes.
4. Job Seeking Skills - To learn how and where to look for work.

Table 41 shows the first priority of training that individuals felt would be most valuable to them to increase employability.

TABLE 41

MOST NEEDED TRAINING

TRAINING AREAS	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
Manual	316	(62.7)	177	(70.8)	139	(54.7)
Self-Help	33	(06.6)	8	(03.2)	25	(09.9)
Social	50	(09.9)	24	(09.6)	26	(10.2)
Job-Seeking	105	(20.8)	41	(16.4)	64	(25.2)
TOTAL:	504*	(100.0)	250	(100.0)	254	(100.0)

* A total of 146 did not want any type of training.

Over 70 percent of the employed group named manual skills training as the most important to up-grade their employability.

Of the unemployed, 54 percent named manual skills first, but one-fourth of the group placed first priority on job seeking skills to be able to sell the voational skills they now possess.

Table 42 shows the second, third and fourth priority for training as seen by the respondents.

TABLE 42

LOWER PRIORITY TRAINING NEEDS

TRAINING	SECOND PRIORITY N	%	THIRD PRIORITY N	%	FOURTH PRIORITY N	%
Manual	52	(22.5)	23	(15.9)	10	(08.7)
Self-Help	38	(16.5)	24	(16.6)	56	(48.7)
Social	49	(21.2)	52	(35.8)	31	(26.9)
Job Seeking	92	(39.8)	46	(31.7)	18	(15.7)
TOTAL:	231	(100.0)	145	(100.0)	115	(100.0)

Job seeking skills were named most as a second priority training need, social as a third priority and self-help as a fourth priority.

IMPORTANCE OF EMPLOYABILITY

To investigate attitudes toward employability, respondents were asked "How important do you feel it is to become more employable?" Table 43 shows the results.

TABLE 43

IMPORTANCE OF EMPLOYABILITY

IMPORTANCE	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
Very Important	267	(45.0)	123	(43.1)	144	(46.6)
Moderate Importance	144	(24.2)	76	(26.7)	68	(22.0)
Little Importance	92	(15.5)	53	(18.6)	39	(12.6)
Not Important	91	(15.3)	33	(11.6)	58	(18.8)
TOTAL:	594*	(100.0)	285	(100.0)	309	(100.0)

* 56 did not respond to this question

Nearly 70 percent of the responses indicated that becoming more employable was at least of moderate importance. There was very little difference on this subject between those who were employed and those who were unemployed.

INCOME REQUIRED

The possible loss of Medicare/Medicaid coverage could be an important consideration for severely disabled persons when considering employment. To exclude this consideration the question concerning income requirements was worded "If your medical coverage would continue as it is now, what monthly income would you require as a starting wage in order to maintain your present standard of living?" Table 44 shows the responses.

TABLE 44

MONTHLY INCOME REQUIRED

MONTHLY INCOME IN DOLLARS	NUMBER	PERCENT
Up to $300	209	(32.2)
301 - 400	115	(17.7)
401 - 500	93	(14.3)
501 - 600	66	(10.2)
601 - 700	37	(05.7)
701 - 800	11	(01.7)
801 - 900	15	(02.3)
Over 900	23	(03.5)
Unable to Estimate	81	(12.4)
TOTAL:	650	(100.0)

Thirty-two percent said that they needed less than $300 per month. This low estimate may reflect an unawareness of the high cost of current living, due to inflation or may reflect a realistic need to only supplement the wages of another family member. The people who said they needed more than $801 a month, may have been engaging in "wishful thinking".

CHAPTER IV

COUNSELOR-INTERVIEWER PERCEPTIONS

In order to provide another evaluation of the problems and needs of the severely disabled people who were interviewed, the counselor-interviewers were requested to record their impressions about these areas immediately upon leaving the interview site.

PROBLEMS

Table 45 shows the number and percent of interviewers who reported the problems shown as most important relative to the employment of the individual.

TABLE 45

INTERVIEWER PERCEPTION OF MAJOR PROBLEM

PROBLEM	FREQUENCY	PERCENT
Physical Condition	458	(70.5)
Location of Possible Employment	8	(01.2)
Transportation	16	(02.5)
Architectural Barriers	8	(01.2)
Lack of Equipment	5	(00.8)
Lack of Materials	4	(00.6)
Opportunities inappropriate to Skills Possessed	25	(03.8)
Lack of Salable Skills	64	(09.9)
Reactions of Others	20	(03.1)
Other	9	(01.4)
No Problems Reported	33	(05.0)
TOTAL:	650	(100.0)

As with the self-appraisal of the severely disabled, poor physical condition is seen by the interviewers as the over-riding problem. A lack of salable skills was the next most prevalent major problem (about 10 percent).

Table 46 shows the problems that were seen by the interviewers as warranting second, third and fourth priorities.

TABLE 46

INTERVIEWER PERCEPTION OF

SECOND, THIRD, AND FOURTH PRIORITY PROBLEMS

Percent by Category

PROBLEM	SECOND PRIORITY	THIRD PRIORITY	FOURTH PRIORITY
Physical Condition	(06.2)	(02.6)	(01.7)
Location of Possible Employment	(04.3)	(04.2)	(04.0)
Transportation	(10.9)	(10.0)	(05.1)
Architectural Barriers	(06.2)	(05.8)	(03.2)
Lack of Equipment	(01.7)	(01.2)	(00.6)
Lack of Materials	(01.5)	(01.7)	(00.3)
Opportunities Inappropriate to Skills Possessed	(07.9)	(08.0)	(04.2)
Lack of Salable Skills	(22.9)	(08.3)	(02.8)
Reactions of Others	(05.5)	(04.5)	(03.1)
Other	(00.9)	(00.2)	(00.1)
No Problems Reported	(32.0)	(53.5)	(74.9)
TOTAL:	(100.0)	(100.0)	(100.0)

MAJOR AREA OF NEED FOR SERVICES

Table 47 presents total interviewer perceptions of the disabled person's major area of need for services.

TABLE 47

MAJOR AREA OF NEED FOR SERVICES

NEED	FREQUENCY	PERCENT
Medical	189	(29.1)
Vocational	255	(39.2)
Personal/Social	96	(14.8)
Job Seeking	57	(08.8)
Self-Help	22	(03.4)
Not Reported	31	(04.7)
TOTAL:	650	(100.0)

As seen by the interviewers the major areas of service needs are first, vocational, followed by medical then personal/social.

ATTITUDE TOWARD EMPLOYMENT

Table 48 presents the interviewers impression of the person's attitude toward employment.

TABLE 48

ATTITUDE TOWARD EMPLOYMENT: TOTAL AND BY EMPLOYMENT STATUS

PERCEIVED ATTITUDE	TOTAL N	TOTAL %	EMPLOYED N	EMPLOYED %	UNEMPLOYED N	UNEMPLOYED %
Positive	361	(55.5)	217	(65.6)	144	(45.1)
Neutral	171	(26.3)	84	(25.4)	87	(27.3)
Negative	110	(16.9)	28	(08.4)	82	(25.7)
Unable to Determine	8	(01.3)	2	(00.6)	6	(01.9)
TOTAL:	650	(100.0)	331	(100.0)	319	(100.0)

Interviewers generally saw a positive attitude among those interviewed, but those who were unemployed appeared to have a less positive one than those who were employed.

INTELLECTUAL FUNCTIONING

Interviewers were asked to make a very general estimate of the respondent's intellectual functioning based on the verbal interaction during the interview. Table 49 shows a summary of the results.

TABLE 49

INTELLECTUAL LEVEL

LEVEL	FREQUENCY	PERCENT
Bright	185	(28.5)
Average	326	(50.2)
Dull	130	(20.0)
Unable to Determine	9	(01.3)
TOTAL:	650	(100.0)

While most of the respondents were rated as average by the interviewers, more were rated above average than below.

INTERVIEWER EXPERIENCE

All interviewers were either counselors or graduate students in the final stages of training toward becoming counselors. All were mature, dedicated people who had had experience in interviewing and counseling, either by virtue of their employment or practical experience as part of their training. Therefore, "experience" as contained here is restricted to mean experience in working with a large number of handicapped people with a variety of disabling conditions.

Of the 26 interviewers, 15 were considered experienced and 11 were inexperienced. Table 50 shows the number of interviews that were performed by each level of experience.

TABLE 50

NUMBER OF INTERVIEWS BY INTERVIEWER EXPERIENCE

EXPERIENCE LEVEL	FREQUENCY	PERCENT
Experienced	379	(58.3)
Inexperienced	271	(41.4)
TOTAL:	650	(100.0)

An examination was made of the percent of agreement between what unemployed and under-employed persons reported as the major deterrent to employment and what the interviewer saw as the major deterrent in each case. Table 51 presents a summary of results.

TABLE 51

CLIENT-INTERVIEWER PERCEPTION OF

MAJOR DETERRENT TO EMPLOYMENT

INTERVIEWER	PERCENT OF AGREEMENT
TOTAL	(69.2)
EXPERIENCED	(63.3)
INEXPERIENCED	(77.7)

The difference is significant at the .01 level using the Chi-Square Test for independent samples.

The inexperienced counselors were more inclined to agree with the client's perception of the major deterrent while the experienced counselors were a little more critical of the client's choice and were more prone to offer a different deterrent as the major problem area. In both cases, however, there is more agreement than disagreement.

CHAPTER V

REHABILITATION EVALUATION AND SERVICE

The evaluation component of the Project was designed to insure that those interviewees who felt that they had potential for employment, and were interested in exploring or improving it, were afforded the opportunity.

During the orientation, the Counselor-Interviewers (CI's) were instructed to consider the contribution that further evaluation or service might make toward the employability of each Interviewee. All items on the survey could relate to that judgment; albeit some more heavily than others. All elements considered, if the CI perceptions and observations of Interviewee functional capacities coincided with Interviewee responses, the CI was instructed to immediately telephone the survey data to the Supervisor of Evaluation. In addition, the Supervisor was similarly available to the CI to consult in all situations of question or doubt. (Telephone was utilized due to the short-term nature of the Project and the need for immediate action in all appropriate cases).

Following receipt of the survey data, the existence of a current or closed Easter Seal and VR file was ascertained. If available, the casefile material was reviewed by the Supervisor prior to long-distance or local telephone contact (as applicable) with the Interviewee. If file material existed (as it did in a majority of cases) the Supervisor exercised great care in exploring the adequacy of that data, it's current accuracy, and reality as it applied to the Interviewee's current survey responses.

Given this opportunity for understanding the objectives of the Project and the evaluation and service options, the Interviewee was further advised of all possible resources which might be brought to bear on his present situation. The decision for further participation vs. non-participation at this point became that of the Interviewee (or his responsible agent). In all cases, the Interviewee was provided the name of the Supervisor, telephone number and instructions to call "collect" if undecided or if a change of decision occurred. Further, all Interviewees were advised that all costs (including transportation, meals, lodging, etc.) would be covered by the Project so long as they could be completed within the Project period. If services extended beyond July 1, 1975, they would be served as a regular client of the Iowa Rehabilitation Education and Service Branch (Vocational Rehabilitation Agency) since all would become active cases on the Agency rolls.

RESULTS OF POST-SURVEY CONTACTS

The following table portrays a tabulation of the evaluation-service contacts made by the Supervisor based on the recommendations of the Counselor-Interviewers.

TABLE 52

EVALUATIONS

ACTION		NUMBER
TOTAL REFERRALS		80
EVALUATION COMPLETED*		20
Medical	(6)	
Vocational	(16)	
SERVICE*		3
Physical Restoration	(1)	
Employment Related	(3)	
EVALUATION DELAYED (Hospital/Vacation/Other)		18
NO EVALUATION		39
Declined	(18)	
Active/open VR	(12)	
Employed	(5)	
Unable to Contact	(4)	

*Evaluations and Services reflect more than one area of evaluation, e.g. medical and vocational evaluation or physical restoration and vocational evaluation.

SEX AND AGE

Of the 20 people who received evaluations, 11 were male and 9 were female. Table 53 shows age distribution.

TABLE 53

AGE

AGE	FREQUENCY
16 - 19	1
20 - 25	0
25 - 30	3
31 - 35	2
36 - 40	2
41 - 45	1
46 - 50	2
51 - 55	2
56 - 60	5
60 and older	2
TOTAL:	20

DISABILITY CHARACTERISTICS

The disabling conditions of all evaluation referrals were representative of the broad spectrum ranging from mental retardation to quadriplegia. Over 75% of those actually evaluated had more than one disability. Major disabilities represented in the group evaluated were: Cerebral Palsy (2), Cardiac (3), Diabetic (1), Multiple Sclerosis (2), Spinal (Back) Injury (3), Stroke (3), Paraplegic (2), Quadriplegic (2), and Other (2).

INTERIM EVALUATION AND SERVICE RESULTS

By the Project completion date, four active vocational rehabilitation cases had participated in special Project evaluation activities. One case, previously unknown to vocational rehabilitation had been opened; and fifteen cases previously known to the rehabilitation agency were re-opened.

Due to the limited Project period and the tentative results of evaluations conducted to date, it is impossible to report conclusive outcomes. Those individuals currently engaged in additional vocational rehabilitation activities will logically be extended through optimal vocational adjustment for their respective situations.

CHAPTER VI

SUMMARY AND CONCLUSIONS

SUMMARY

The purpose of this study was to survey the severely disabled people in Iowa in order to ascertain the severely disabled and counselor-interviewers perceptions of problems connected with employability and rehabilitation service needs. Specific objectives of the study were:

1) To identify and personally interview a large population of severely disabled persons in Iowa.

2) To determine their employment status.

3) To ascertain the extent these persons perceive themselves to be employable.

4) To determine what these persons perceive to be their major barriers to employment.

5) To acquire their perceptions of the most needed services to prepare and assist them for job readiness and employment.

6) To relate client perceptions to the impressions of counselor-interviewers regarding employment barriers and rehabilitaton service needs.

7) To schedule evaluations or re-evaluations for certain clients, where indicated, to determine vocational potential. These could be of a medical, psychological and/or vocational nature.

One week prior to the start of the interviews, a letter was sent to each of 759 severely disabled persons explaining the purpose of the survey, giving the dates of the interviews, and requesting their cooperation in this project. Of the 759 severely disabled clients, completed questionnaires were obtained for 650. Of the 650 severely disabled persons interviewed, 331 were employed and 319 were not. Seventy-four of the 331 employed said they were under-employed.

MAJOR FINDINGS

1. Location, marital status, age, sex, length of training, educational level, ambulation, type of disability, age at onset of disability and transportation showed little relationship to employment status of the severely disabled.

2. Employability seems to be determined by the type of personal help a severely disabled person requires. Eating, toileting, operation of wheelchairs, and transfer in/out of wheelchairs certainly present problems for those seeking employment outside the home. The percentage of unemployed people who need assistance in these four areas are greater than those who are employed.

3. Employment seems to be related to the number of years a person has been disabled. More of the people who had been disabled five years or less were unemployed.

4. The length or amount of vocational training can influence employability. People who had received from one week to six months of training were most likely to be employed. The Easter Seal Training Program (five weeks) fell into this group. Increased length of training did not produce significantly greater employability.

5. The effectiveness of vocational training is shown by the number of severely disabled people who were satisfied that the training they received is related to their employment. Over 62 percent of those interviewed showed a positive relationship between the training they had received and the work they were doing.

6. A majority of the employed severely disabled are satisfied with their work. Over 90 percent of the employed individuals surveyed expressed some degree of satisfaction with the work in which they were engaged.

7. Over half of the employed people reported that they were not encountering any serious problems with their employment.

8. Over 80 percent of the unemployed indicated that their general physical condition was a major deterrent to becoming employed. Almost three-fourths said that it was the most important reason that they were unemployed.

The second most commonly referenced deterrent was a "lack of salable skills." This problem is no doubt exacerbated by the major problem of poor health and physical condition in that the individual is unable to attain skills through traditional training techniques or is unable to employ the skills he once possessed.

The third most stated problem was "transportation". Approximately 30 percent of the unemployed mentioned transportation among the four most important deterrents to their engaging in work.

9. One-half of the unemployed individuals interviewed felt that they had not lost any of their "vocational skills training" since the training, and an additional one-third had suffered only a moderate loss.

One-third of the unemployed people answered that their present vocational skills were fair or better, while one-third answered that they were poor or not useful at all. The final one-third said that they did not know to what extent their vocational skills would be adequate.

10. Fifty percent of the severely disabled unemployed indicated that they could work on either a full-time or part-time job. Almost half said they could not work at all.

11. The question "How do you feel about seeking employment?" found the people split about evenly between those who felt that they could not do job hunting and those who felt that they could seek jobs.

12. Approximately one-half of the severely disabled persons interviewed thought more training would help them become more employable. Being employed or unemployed made little difference in their responses.

13. Age and "Could training help?" were compared to determine if a person's age influenced attitude toward training. The 33 people in the 16 - 19 year age group were the most sure that training would or would not help (none responded that they "didn't know" if training would help). The younger groups seemed most positive toward the helpfulness of training, becoming more negative as groups approached the older ages.

14. More than half of the respondents indicated that they would in all probability participate in training if it were offered, and another 12 percent would participate in training if it were offered in the vicinity of their homes. Whether they were employed or unemployed made little difference in their responses. About 30 percent felt they didn't want or didn't need any additional training.

15. Over 70 percent of the employed group named manual skills training as the most important to upgrade their employability.

16. Nearly 70 percent of the severely disabled interviewed indicated that becoming more employable was at least of moderate importance. There was very little difference on this subject of becoming more employable between those who were employed and those who were unemployed.

17. Poor physical condition of severely disabled persons was seen by the counselor-interviewers as the major deterrent to employment. A lack of salable skills was perceived as the next most prevalent deterrent to employment (about 10 percent).

18. As seen by the counselor-interviewers, the major areas of service needs for severely disabled are vocational, followed by medical and then personal/social.

19. Counselor-interviewers generally saw a positive attitude by the severely disabled toward employment.

CONCLUSIONS

1. General physical condition is the major problem facing the severely disabled concerning employment. Compounding this difficulty are a lack of skills required for performance and a lack of necessary transportation to get to and from a job.

2. Acquisition of manual skills is seen as a first priority of services for the severely disabled. Since poor physical condition tends to be the major problem, physical restoration services would also warrant consideration. In addition, there is a need for job seeking skills training and selective placement assistance.

3. Additional training would increase the employability of severely disabled persons and most would participate in it if it were available.

4. Vocational evaluations for those people who feel they are not employable or are uncertain of their employability should be conducted to clarify their employability status for them.

5. Positive attitudes toward employment were evident among the severely disabled.

6. There is indication that more potential for employment exists in the severely disabled population than has been evident in the past. The extent to which this may prove useful and profitable to business and industry has yet to be determined.

RECOMMENDATIONS

1. EVALUATION: Develop special evaluation procedures and techniques for seriously disabled people to determine the exact needs of each individual to include physical limitations, physical restoration services necessary, and appropriate training to maximize vocational potential.

2. TRAINING: Establish new or modify old programs to increase accessibility and offering availability. Develop special vocational training programs to provide meaningful employment for the seriously disabled in keeping with their limitations, these programs possibly to include such things as home work of a contract nature from local businesses and industries.

3. PLACEMENT: Provide job seeking skills training and selective placement assistance geared specifically toward the seriously disabled.

4. IDENTIFICATION FOR SERVICES: Establish coordination procedures among all agencies that provide services to insure that the severely disabled are identified and referred to the proper agency.

APPENDIX A - LETTER TO NON-EASTER SEAL PEOPLE

The Easter Seal Society *for Crippled Children & Adults* of Iowa, Inc.

May 12, 1975

ROLFE B. KARLSSON
EXECUTIVE DIRECTOR

Dear Friends:

We'd like you to help us out on a project which can only be done with your help. The Iowa Easter Seal Society, in conjunction with the Iowa Vocational Rehabilitation Agency, and selected members of Drake University are conducting a statewide survey in order to plan for future rehabilitation programs so that people with disabilities can be served in an even better and more effective way.

Our representatives will visit a large number of people throughout Iowa and will be asking several questions that are vital to us. They plan to visit with you sometime between May 20th and June 6th. We hope you'll welcome them into your home, share the information they need, and give us your help in this important project.

Sincerely,

Rolfe B. Karlsson
Executive Director

James H. Porteus, Ed.D.
Project Director

RBK-JHP:tk

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OFFICES AT CAMP SUNNYSIDE
P. O. Box 4002, • Des Moines, Iowa 50333 • 515-289-1933

APPENDIX A - LETTER TO EASTER SEAL PEOPLE

The Easter Seal Society *for Crippled Children & Adults* of Iowa, Inc.

ROLFE B. KARLSSON
EXECUTIVE DIRECTOR

May 12, 1975

Dear Friends:

We'd like you to help us out on a project which can only be done with your help. We'd like to visit with you, as we do in our regular follow up visits, but this time to ask you a few more questions.

The purpose of the extra questions is to enable us to make some plans for future programs which might serve people with disabilities in an even better, more effective way.

Because of the large number of people we want to talk to we've recruited some other well qualified people to help, but they will be working closely with us throughout this project.

They plan to visit with you sometime between May 20th and June 6th. We hope you'll welcome them into your home, share the information they need, and give us your help in this important project.

Sincerely,

Rolfe B. Karlsson

Rolfe B. Karlsson
Executive Director

James H. Porteus

James H. Porteus, Ed.D.
Project Director

RBK-JHP:tk

OFFICES AT CAMP SUNNYSIDE
P. O. Box 4002, • Des Moines, Iowa 50333 • 515-289-1933

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APPENDIX B

THE 1975 IOWA EASTER SEAL SURVEY

NAME _____ PHONE( ) _____ SOC. SEC. NO. _____

ADDRESS _____
Street City County Zip

MARITAL STATUS

___ Single
___ Married
___ Widowed
___ Separated

DEPENDENTS

___ Self
___ Spouse
___ Children (no.___)
___ Other (no.___)

AGE

___ 16-19
___ 20-29
___ 30-44
___ 45-59
___ 60-

SEX

___M
___F

Highest grade or level completed in school (circle one):

None 1 2 3 4 5 6 7 8 9 10 11 12/ 1 2 3 4 5 6 7
Post High School

Disability: (Check as many as appropriate - - identify the major disability with a double check)

___ Amputation
___ Arthritic
___ Cerebral Palsy
___ Cardiac
___ Diabetic
___ Emphysema
___ Epilepsy
___ Hearing
___ Multiple Sclerosis
___ Muscular Dystrophy
___ Polio
___ Spinal Injury
___ Stroke
___ Vision
___ Hemiplegic
___ Paraplegic
___ Quadraplegic
___ Other (Specify____)

Ambulation (check one)

___ Bedfast
___ Wheelchair
___ Ambulatory w/braces or crutches
___ Ambulatory w/o help

Self-Help (check all where assistance is necessary):

___ Bathing
___ Braces
___ Catheter
___ Dressing
___ Eating
___ Toileting
___ Operation (movement) of wheelchair
___ Transfer into or out of wheelchair

Age in years at onset of disability:

___ Congenital
___ -10
___ 11-15
___ 16-19
___ 20-29
___ 30-44
___ 45-59
___ 60-

Survey Number _____

Years of Disability

____ - 5	____20-29
____ 6-10	____30-44
____ 11-15	____45-59
____ 16-19	____60-

Special Vocational Training (Amount)

_____None	_____1-3 Years
_____ - 6 months	
_____7 months - 1 year	_____4 Years

Have you ever received vocational rehabilitation services. . . .

From State Agency?

_____ Yes
_____ No

From Private Agency (Goodwill, Easter Seals.)?

_____ Yes (specify _____)

_____ No

1. What is your current employment situation?

_____ Unemployed

Employed:

Homebound
____ Less than 20 hr./wk.
____ 20 or more hr./wk.

Sheltered Workshop
____ Less than 20 hr./wk.
____ 20 or more hr./wk.

Competitive Situation
____ Less than 20 hr./wk.
____ 20 or more hr./wk.

- -

Survey Number _____

PAGE THREE

IF EMPLOYED - (Items 2 through 4)

2. Relationship of employment to training

____ None
____ Few of "training skills" used or necessary.
____ Most of training useful.
____ Training and employment ideally matched.

3. Level of satisfaction with employment

____ Very satisfying.
____ Somewhat satisfying, somewhat dissatisfying
____ Very Unsatisfactory

4. Major problems faced in present employment
(please rank no more than four: 1 = greatest problem)

____ If no serious problems, please check here.
____ Under-employed (skills surpass employment requirements)
____ Under-employed (physical stamina greater than that required by work)
____ Over-employed (don't have all necessary employment requirements, skills for the work).
____ Over-employed (don't have physical stamina required for the work)
____ Hours too short
____ Hours too long
____ Transportation
____ Architectural Barriers
____ Inadequate equipment
____ Inadequate materials
____ Reactions of other people with whom I come in contact
____ Others (please specify _____)

(Go to Item 11)

IF UNEMPLOYED OR UNDER-EMPLOYED

(Items 5 - 15)

5. Major deterents to employment
(please rank no more than four - - 1 = greatest deterent)

____ General physical condition
____ Location (too far from possible employment)
____ Transportation
____ Architectural Barriers
____ Lack of suitable equipment
____ Lack of suitable materials
____ Employment opportunities inappropriate to skills possessed.
____ Lack of salable skills
____ Adverse reactions of other people
____ Other (specify: _____)

Survey Number _____

6. Current status of vocational skills:

____ As good as or better than at end of training
____ Moderate loss since end of training
____ Complete loss since end of training
____ Not applicable (untrained)

7. Adequacy of present vocational skills for personal use or for employment:

____ Excellent
____ Fair
____ Poor
____ Not useful
____ Don't know (or not applicable)

8. To what extent do you think you could handle a job?
___a) I don't believe I could handle any job at this time.
___b) I could probably handle a job on a part-time basis.
___c) I could probably handle a job on a full-time basis.

8-A. If either (b) or (c) above, what type of setting would be required?

_____ In my home.
_____ In a protective (restricted) setting.
_____ No special restrictions necessary.

9. How do you feel about seeking employment?

____ I don't believe I could do that.
____ I am somewhat apprehensive of the idea, but would be willing to attempt to look for work.
____ I would welcome the chance to look for a job.

10. On the basis of your answers to the previous questions, how employable do you feel you are at this time?

____ I am not employable at all.
____ I am only slightly employable, with many restrictions that would need to be considered.
____ I am basically employable, with a few limitations or restrictions to be considered.
____ I am completely employable.

- -

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11. Do you feel that training could help you (become employable if unemployed/ improve your job situation if employed)?

_____ Yes
_____ No
_____ Don't Know.

12. If training for employment were made available to you at this time, would you participate in it?

_____ Yes
_____ Probably
_____ Only if it were done locally (here)
_____ Probably not
_____ No

13. What kind of training would be most valuable to you to increase your employability? (please rank - - 1=most valuable)

_____ Manual skills (hands, legs, etc.)
_____ Self-help skills (eating, mobility, toileting, etc.)
_____ Social skills (interaction with other people)
_____ Job seeking skills.

14. How important do you feel it is to become more employable?

_____ Very important
_____ Of moderate importance
_____ Of little importance
_____ Not important at all

15. If your medical coverage would continue as it is now, what monthly income would you require as a starting wage in order to maintain your present standard of living?

_____ Up to $300
_____ $301 - $400
_____ $401 - $500
_____ $501 - $600
_____ $ 601 - $700
_____ $ 701 - $800
_____ $ 801 - $900
_____ $ 901 - Specify $_____)

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Interviewer perceptions (to be accomplished only after leaving the interview site).

1. What do you see as the apparent major problem relative to employment? (Rank no more than four - - 1=most severe).

____ General physical condition
____ Location (too far from possible employment)
____ Transportation
____ Architectural Barriers
____ Lack of suitable equipment
____ Lack of suitable materials
____ Employment opportunities inappropriate to skills possessed.
____ Lack of salable skills
____ Adverse reactions of other people
____ Other (please specify _____).

2. What appears to be the major area of need for services?

____ Medical
____ Vocational
____ Personal/Social
____ Job-Seeking Skills
____ Self-Help

3. How does this individual appear to be functioning intellectually?

____ Bright
____ Average
____ Dull

4. What is your impression of this person's attitude toward employment?

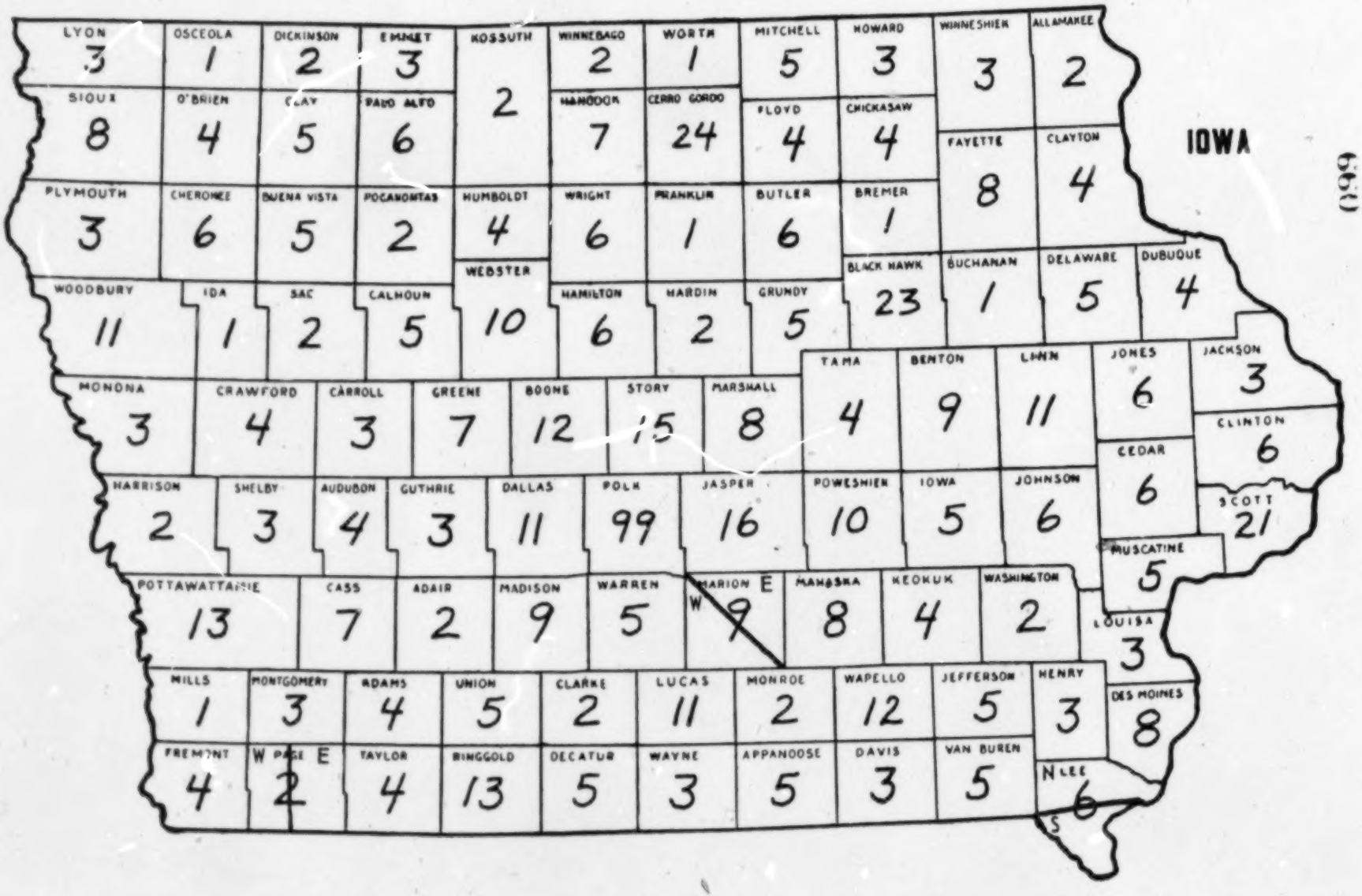
____ Positive
____ Neutral
____ Negative

INTERVIEWER'S NAME _____

DATE _____

Survey Number _____

APPENDIX C



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